



Willing to Work: National Inquiry into Employment Discrimination against Older Australians and Australians with Disability

SUBMISSIONS FORM

Send your submissions form:

- by email to ageanddisabilityinquiry@humanrights.gov.au
- by post to: Willing to Work, Australian Human Rights Commission, GPO Box 5218, Sydney NSW 2001

To make your submission in another way contact ageanddisabilityinquiry@humanrights.gov.au or call (02) 9284 9600.

Name of person making submission:

Submission made on behalf of (if relevant):

Organisation or business name (if relevant):

Do you want your name to be kept confidential? Yes / No

Do you want your submission to be kept confidential? Yes / No

The National Inquiry will not publish confidential submissions. Please be aware that whilst every endeavour will be made to ensure confidentiality, there is a possibility that submissions marked confidential might be released, in whole or in part, in accordance with the Freedom of Information Act 1992 (Cth). Where people have indicated that they would like their submission to be published, these will be made available on the National Inquiry's website. Please see our submissions policy at <https://www.humanrights.gov.au/submission-policy>.

Email address:

Phone:

Postal address:

Please provide us with at least one method of contacting you.

Please tell us who you are (select all that apply)

- Older Australian in work
- Older Australian looking for work
- Older Australian who would like to work
- Older Australian who is not working and does not wish to work
- Australian with disability in work
- Australian with disability looking for work
- Australian with disability who would like to work
- Australian with disability who is not working and does not wish to work
- Carer/family member of Australian with disability

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- Business/employer
- Government organisation
- Organisation
- Membership based organisation
- Trade union
- Legal practitioner
- Academic/social policy practitioner
- Other

Please describe:

Please complete the submission form most relevant to you:

1. Submission regarding Older Australians /Australians with Disability / Both (*pages 3-6*)
2. Business or Employer Submission (*pages 7-11*)
3. Organisation or Government Agency Submission (*pages 12-15*)

All questions are optional. You may enter your responses in this document.

FORM 1: Submission regarding Older Australians/ Australians with Disability / Both

(a) *Your experience*

[REDACTED]

[REDACTED]

[REDACTED]

Have you (or the person you are submitting on behalf of) experienced employment discrimination?

Discrimination is when a person is treated less favourably than another person in a similar situation because of a characteristic they have, such as their age, or disability. It is also discrimination when there is a rule or policy that is the same for everyone but has an unfair effect on people who are older or people with a particular disability.

Yes

No

Not sure

Did you take any action in relation to the employment discrimination you experienced?

Yes

No

Please tell us more, for example, what action you took and how effective you felt it was; or why you chose not to take any action.

Complained to body notified as covering such area with NO RESPONSE or statement of NO JURISDICTION, letter of complaint to Employer or relevant Minister or local M.P.

Did your experience of employment discrimination impact on your participation in the workforce? (For example, did you have to stop work, change jobs or take sick leave?)

Yes

No

Please tell us more upon gaining injury which impacted on employment capacity could NOT GAIN genuine diagnosis & NO TREATMENT. ALL insurance cover denied and attempts made to force acceptance of FALSE diagnosis AND refusal of FOI access and records correction. Continual claim by SOME to be unable to understand OXFORD ENGLISH.

(b) Barriers

Do you think older Australians/Australians with disability face barriers when they look for work or are in a job?

Yes

No

Not sure

Told by [redacted] they could assist me to find my way out of the office 'DEAR' and demand for EXCESS of qualifying documents, generally treated with disdain. Told by [redacted] MY QUAH (as asked for) WAS NOT COMPLETE & rejection of my Job Network registration.

If yes, or not sure, what do you think these barriers might be?

Forced to STAY with one employer and accept adverse conditions. If in full-time or more than 29 hours employ per week MUST claim a NEW DISABILITY to reclaim a D.S.P.

Does employment discrimination have an impact on gaining and keeping employment for older Australians/Australians with disability?

Yes

No

Not sure

Are there any practices, attitudes or laws which discourage or prevent equal participation in employment of older Australians/Australians with disability?

Yes

No

Not sure

Please tell us more

Incorrect Job Search/Job Active details.
Continued PUSH to claim pension, illegal
BLACKLISTING or refusal to refer to training
OR employ, actively maligning & causing
refusal of access to training, false records,
unlawful WORK CAPACITY REPORTS, non-qualified
or informal diagnoses.

What are the incentives and disincentives for older Australians/Australians with disability to work?

Incentives: Income, self-esteem, inclusion, increased social access and involvement, peer & other acceptance.

Disincentives:

Low payment, only considered for menial jobs, rejection of skills and qualifications and abuse.

(c) **Good practice**

Are there examples of good practice and workplace policies in employing and retaining older Australians/ Australians with disability?

Yes ~~previous~~

No

Not sure

Please tell us of examples of good practice in employing and retaining older Australians/ Australians with disability in work that you are aware of.

previous, Hamersley Iron. Access to promotion, further training, support & inclusion.

(d) **Solutions**

What action should be taken to address employment discrimination against older Australians/Australians with disability?

legal action.

What should be done to enhance workforce participation of older Australians/Australians with disability?

Incentives to employ that are checked for efficacy. Greater inclusion in media. Assistance for employers to employ ABOVE trainee level.

What outcomes or recommendations would you like to see from this National Inquiry?

1. Improvement in assistance with complaints by widening guidelines or jurisdiction & maybe legal aid.
2. Alteration in employment assistance to maintain willing job applicants and small business people and NOT try to malign, put them off or falsely place on a pension if they have difficulty gaining employ.
3. Assistance rather than negativity.
4. Altering the "maintain the client base" scenario for non-employment areas.
5. Incentives and assistance & support to BOTH job applicants and employers.
6. Permitting wider job application web site access facilitation for job applicants.
7. Wider advertisement of the legitimate and legal RIGHT to work beyond the age of 70 if so chosen & fit to do so.
8. Broaden access and availability to superannuation.